

Position Description

Position	Pathway Coordinator
Team / Service	Child Development Service
Group	Women's and Children's
District	Capital, Coast & Hutt Valley
Responsible to	Team Leader, Child Development Service
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Puketiro Centre, Porirua and be available to support multiple locations across the district.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai ‘Can do’: Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
 Kotahitanga – Connection, unity, equity
 Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Service Perspective

Child Development Service (CDS) is a multidisciplinary team, working together to provide specialist assessment, diagnosis, and intervention for pēpē, tamariki, rangatahi with disabilities and/or developmental delays and their whānau.

The team includes Speech-language Therapists (SLTs), Visiting Neurodevelopmental Therapists, Occupational Therapists, Physiotherapists, Psychologists, Social Workers, Pathway Coordinators, Developmental Paediatricians and ASD coordination. These disciplines work closely to provide integrated care in a transdisciplinary way, using a holistic approach to enable children to reach their maximum potential within their whānau, hapū, and environments. The team has strong relationships with other areas of the Health system, including Children's Health Service and the Allied Health Therapies teams. Team members also work collaboratively and liaise with colleagues in the Education sector and other agencies where necessary.

CDS teams within Te Whatu Ora are currently contracted by both Whaikaha – Ministry of Disabled People to meet the Disability Support contract, and by ACC to support children with serious injuries. CDS are implementing an operating model that ensures all pēpē, tamariki and rangatahi have the best start in life and early access to disability services.

Purpose of the role

The Pathway Coordinator is responsible for oversight and coordination of the CDS client pathways. This includes clinical triage of referrals received and resource management and planning to ensure best results for clients and service. A key function is liaison with internal and external referrers and community networks. The Pathway Coordinator will participate and at times lead service development initiatives and provide support to the team leader around operational and leadership tasks.

The pathway coordinator will work as part of the CDS multidisciplinary team, to oversee and coordinate the clinical pathway for the Child Development Service. This role will include service development and quality initiatives / project work in line with the clinical direction of the service.

The **coordinator** provides support to the line manager by taking on delegated leadership and operational tasks for the team. This role may also be required to provide direct clinical care, as appropriate to the needs of the service area.

This role may have some delegated staff management tasks, though does not have budgetary responsibility.

Key Accountabilities

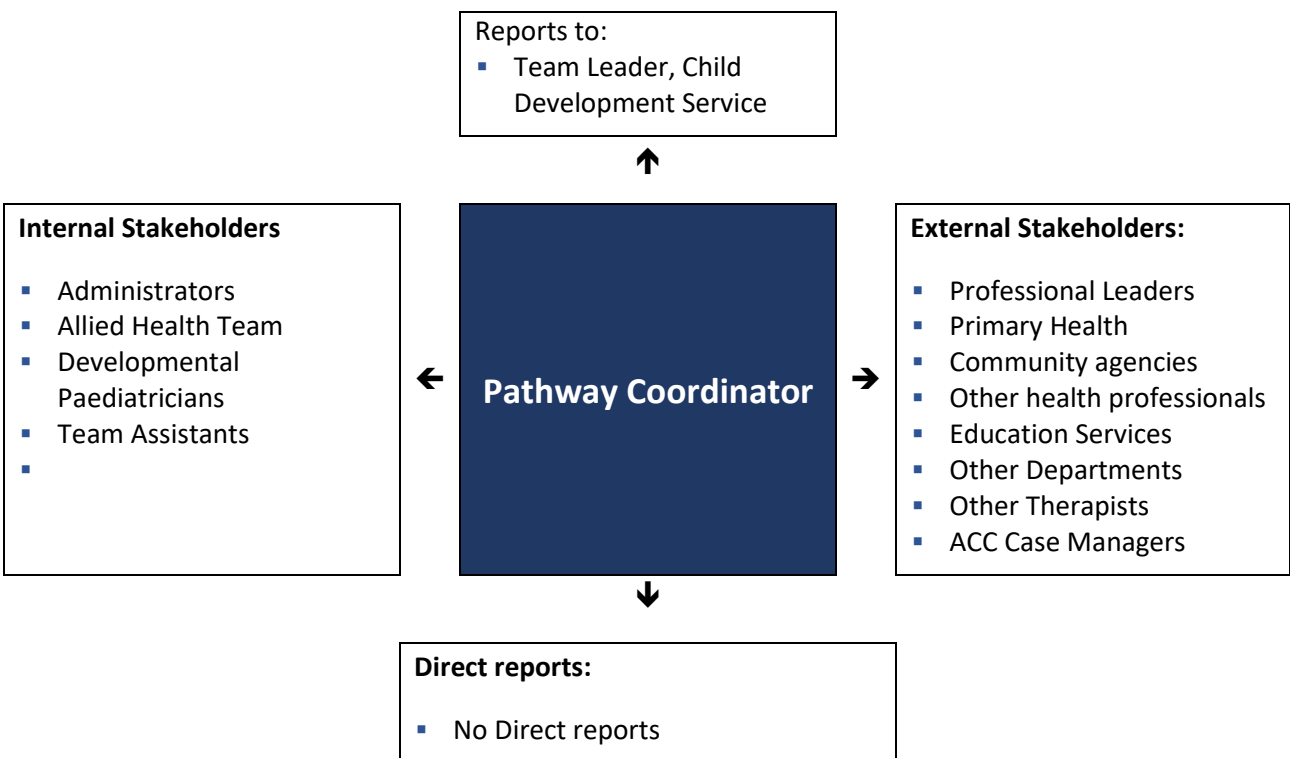
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Leadership and management	<ul style="list-style-type: none"> ▪ Provides day to day clinical leadership and coordination of referrals into CDS. This includes effective and equitable allocation of resources, referral management and provision of clinical advice, support and guidance to others. ▪ Provides day to day clinical leadership and coordination of referrals into CDS. This includes effective and equitable allocation of resources, referral management and provision of clinical advice, support and guidance to others. ▪ Works in partnership with referrers to clearly communicate the role of the team/service and set expectations and boundaries from first referral. ▪ Completes tasks as delegated by their line manager to contribute to processes such as recruitment & induction, staff performance reviews, performance management, clinical assurance and complaint management. ▪ Establishes and maintains active working partnerships with local services and organisations to promote integrated working that improves the outcomes and experience of patient/clients. ▪ Directs and delegates day to day deployment of staff as required in the role, ensuring that delegated tasks, documentation and communication are carried out. ▪ Represents the service at relevant department, clinical and team meetings, leading and facilitating such meetings as required. ▪ Carries out or support others with assessment and management of risks for example, clinical, financial, reputational etc. ▪ Demonstrates negotiation and conflict management skills within the workplace. ▪ Provides reports to managers in relation to team/service area. ▪ Fosters and develops an environment of team work with positive working relationships and dynamics. ▪ Applies an understanding of local, sub-regional, regional and national context in relation to provision of health and social care and the impact on service provision.
2. Clinical Practice	<ul style="list-style-type: none"> ▪ Where the role has a clinical component, be able to demonstrate practice that meets the clinical pillar expectations of advanced allied health professional level roles or greater ▪ Assists clinical staff to plan patient/client flow and optimise case load management to match capacity with demand. ▪ Demonstrates provision of and supports others with culturally safe / bicultural practice with patients / clients and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice and also identifying solutions for wider service delivery that will contribute towards reducing inequalities for patients/clients and/or whānau.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Completes documentation consistent with legal and organisational requirements.
3. Teaching and Learning	<ul style="list-style-type: none"> ▪ Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. ▪ Leads and fosters a learning environment for staff including teaching process and quality improvement. ▪ Promotes awareness of current developments in the service area. ▪ Develops clinical and leadership skills of others by supporting and providing learning opportunities. ▪ Completes core training as applicable for the role. ▪ Participates in an annual performance review and associated clinical assurance activities. ▪ Contributes to the training needs analysis for the team / service / profession. ▪ Participates in professional supervision in line with the organisations requirements and/or professional body. ▪ Provides mentoring and clinical support and / or professional supervision.
4. Service Improvement and Research	<ul style="list-style-type: none"> ▪ Promotes professional practice that is based on best practice and research that supports organisational strategic aims. ▪ Takes the lead responsibility for local audit and research projects as required. ▪ Takes the lead on development of quality improvement activities for service delivery. This may include referral pathways, care pathways / treatment protocols, standards of practice etc. ▪ Promotes and supports shared learning across services and sub regionally, where shared learning and standardisation in systems / processes would be beneficial for patients / clients. ▪ Actively participates in working groups / clinical networks beyond the team, to identify and implement service improvements as appropriate. ▪ Contributes to DHB annual planning process (strategic and operational) including identifying gaps in service, budget requirements, capital expenditure and participates in work / projects that may result from the planning process. ▪ Practises in a way that utilises resources (including staffing) in the most sustainable and cost effective manner. ▪ Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children’s Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
6. Health & Safety	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Problem Solving	<ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems ▪ Is excellent at honest analysis ▪ Looks beyond the obvious and doesn't stop at first answers
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important ▪ Quickly zeroes in on the critical few and puts the trivial many aside ▪ Can quickly sense what will help or hinder in accomplishing a goal ▪ Eliminates roadblocks ▪ Creates focus
Decision Quality	<ul style="list-style-type: none"> ▪ Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement. ▪ Most of solutions and suggestions turn out to be correct and accurate judged over time. ▪ Sought out by others for advice and solutions.
Interpersonal Savvy	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably
Action Oriented	<ul style="list-style-type: none"> ▪ Enjoys working hard. Is action oriented and full of energy for the things he/she sees as challenging. ▪ Not fearful of acting with a minimum of planning, seizes more opportunities than others.
Team Work	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive sense of humour. ▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues. ▪ Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. ▪ Supports in word and action decisions that have been made by the team. ▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Expectation of at least 5 years clinical practice.
- Recent clinical experience and knowledge relevant to child development
- Demonstrated experience in service, quality or process improvements.
- Extensive network of internal and external services, including community organisations associated with service provision to children and families

B. Essential Professional Qualifications / Accreditations / Registrations:

- Relevant qualification in an allied health profession (essential).
- Registered Allied Health practitioner with current annual practicing certificate, or certification/membership of professional association if registration not applicable (essential).
- Member of Professional Association for professions with annual practicing certificates (desirable).

C. Someone well-suited to the role will place a high value on the following:

- Focused on delivering high quality care for the patient/client/whānau.
- Continual improvement focus.
- Well coordinated, effective, efficient and planned service provision
- Health Equity
- Effective liaison with internal and external stakeholders to promote best outcomes for children and their family/whanau
- Self motivated in developing clinical and professional practice.
- Collaborative and effective multi and interdisciplinary team work, and will actively support and promote this with their colleagues.
- The ability to use reflective practice as a tool for growth and development.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed